



Working at Blocksure

The company will be built with three words underpinning everything.

Simple, Efficient, Resilient.

Employees are the most important part of Blocksure and are treated as such. We are respectful in everything we do, act with humility and treat others as we expect to be treated ourselves. Our team members operate in a truly special environment with great benefits.

Simple structure

A well balanced and simple organisation structure that promotes delivery and success. Company and team members completely aligned.

- **Flat organisation** - Blocksure will have a maximum of 5 layers from the top of the organisation to the bottom. Processes will be kept simple with every team member in touch with what is happening across the organisation.
- **Employee ownership** - 10% of the company's shares have been set aside for employees and they will have a say in how the business is run: -
 - An employee council will be elected to provide team members with a voice
 - Employee will have one seat on the company's board to ensure full transparency.
- **Accountable management team;** The executive team will have their performance evaluated by employees annually and part of their annual remuneration will be linked to this performance measure.

Efficient working

Employees will work in delivery focussed teams not departments. We will provide a flexible environment where teams will self manage in pursuit of the company's aims.

- **Good communication** - With openness and honesty. Speak our minds and be approachable.
- **All together** - Open dialogue and debate are valued, ultimately conclusions must be reached. Once a decision is made the entire team gets behind it.
- **Self management** - Teams can self-manage work commitments and holiday schedules around delivery goals.
- **10% extra** - When asked to deliver something we must think what is the extra 10% that makes this piece of work extra special.
- **Not nine to five** - No expectation to be at your desk for a set time but focus on the delivery.
- **Zero tolerance of prejudice.**

Resilient people

We embrace unique perspectives and backgrounds at all levels. Our company is diverse and inclusive with well equipped team members who deliver at the top of their game. We provide the support necessary to maintain high levels of performance.: -

- **Family time is vital** - Actively encourage job sharing especially for working parents who want to devote time to their family and have a proper work life balance. Find ways that allow working mums and dads to take part-time roles.
- **Develop our people** - Commitment to provide employees with at least 2 weeks of relevant training every year.
- **Look after our people** - Flexible benefits including healthcare and pensions. We want to make sure our employees are physically and mentally healthy. We will provide access to professional support especially mindfulness to keep our minds healthy.
- **Mandatory refresher break** - 1 month paid holiday every 3 years with all company communications removed. We want our team members to come back fully refreshed.
- **Pause, contemplate and then respond** - 10 second rule aimed at keeping a blue head. Before responding to any communication, all employees must take some time and consider their response. Instant responses are not what we want. We want considered and productive responses so take 10 seconds to allow the emotions to drop and then reply. 'Red Head' is an unresourceful state in which you are off task, panicked and ineffective. 'Blue Head', on the other hand, is an optimal state in which you are on task and performing to your best of your ability.
- **Let's have fun as well** - Ideas such as feel good days and open culture calendars. We celebrate key events with team members' e.g. birthdays, anniversaries.
- **Team projects** - 10% of time spent on team projects (for the benefit of society?). If they are successful, employees share in the financial benefits.

Everyday when we stop work we will leave Blocksure in a better place

Our task is to make all those who have come before us, and all those who follow us, proud. We are, by definition, role models for all. Understanding this responsibility creates a compelling sense of higher purpose. It's a good lesson for us all: if we play a bigger game, we play a more effective game.

Better people make better employees and friends.

That is what Blocksure people should strive for

How will this be paid for - By the success it drives in helping our partners transform their business and improve their customers' experiences.